

1867

ΠΒΦ

lifelong  
COMMITMENT

Sincere  
friendship

Pi  
Beta  
Phi

servant  
LEADERSHIP

philanthropic  
service  
to others

# Vice President Inclusion

JANUARY 24-26, 2025



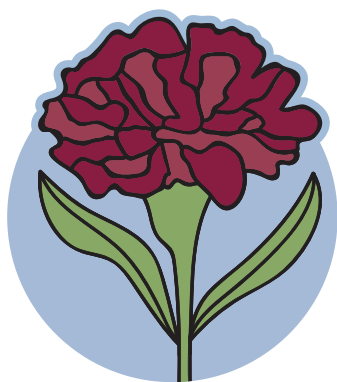
COLLEGE  
WEEKEND



## WELCOME TO COLLEGE WEEKEND!

This weekend is all about **you**, and we're so excited to help you kick off the year ahead!

On behalf of the entire Fraternity, our volunteer officers and staff, thank you for making the decision to join us in St. Louis for College Weekend! This weekend's programs are designed to prepare you for leadership in Pi Beta Phi and lay the groundwork for success in your new role. Throughout the weekend, you'll have opportunities to meet sisters from chapters across North America. Take advantage of this time to learn, grow and connect with Pi Phi leaders who share your dedication and passion for our sisterhood. We hope you'll be inspired by your fellow leaders to set the stage for the year ahead. The tools, knowledge and skills you gain this weekend will serve as the building blocks of your leadership journey within Pi Beta Phi.



# Send Pi Phi Love

Send a wine carnation to share Pi Phi Love with the special sisters in your life! Honor a friend, chapter leader, Advisor or mentor with a \$5 gift to our Foundation. Wine carnation honorees attending College Weekend will receive wine carnation enamel pins onsite, and all honorees will receive a personal email filled with Pi Phi Love.

Stop by the Wine Carnation Garden in the Grand Foyer or scan the QR code to help our garden bloom.



*Gifts to our Foundation support you and every Pi Phi sister—and make leadership development events like College Weekend possible. Learn more at [pibetaphi.org/foundation](https://pibetaphi.org/foundation).*





# PI BETA PHI COLLEGE WEEKEND AGENDA

## FRIDAY, JANUARY 24, 2025

11 a.m.–9 p.m.	<b>Registration</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
11 a.m.–6 p.m.	<b>BetaBase Learning Lab</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Digital Pix</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Pi Beta Phi Foundation Wine Carnation Garden</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Shop Pi Phi</b>	GRAND C, 4 <sup>TH</sup> FLOOR
1–3 p.m.	<b>Headquarters Tour</b> <i>(pre-registration required)</i>	LOBBY, 4 <sup>TH</sup> STREET ENTRANCE
3–5 p.m.	<b>Headquarters Tour</b> <i>(pre-registration required)</i>	LOBBY, 4 <sup>TH</sup> STREET ENTRANCE
3–6 p.m.	<b>Leadership and Nominating Committee (LNC) Meetings with Alumnae Advisory Committee (AAC) Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR
6–7:45 p.m.	<b>Opening Dinner and Keynote</b>  Tina Rae VanSteenbergen will kick off College Weekend with her keynote, <i>Creating Confidence</i> , where she'll share how confidence has long been an expectation of women. Tina will explore confidence as a journey, a long and at times treacherous hike—one with hills, valleys, twists, turns and no map.	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
8–9 p.m.	<b>Educational Colleges</b>	
	<b>Alumnae Advisory Committee College</b>	REGENCY AB, 2 <sup>ND</sup> FLOOR
	<b>Chapter President College</b>	REGENCY C, 2 <sup>ND</sup> FLOOR
	<b>Community Relations College</b>	REGENCY F, 2 <sup>ND</sup> FLOOR
	<b>Finance/Housing College</b>	REGENCY E, 2 <sup>ND</sup> FLOOR
	<b>Inclusion College</b>	GATEWAY WEST, 18 <sup>TH</sup> FLOOR
	<b>Member Experience College</b>	REGENCY D, 2 <sup>ND</sup> FLOOR
	<b>Operations College</b>	GRAND AB, 4 <sup>TH</sup> FLOOR
	<b>Recruitment College</b>	GATEWAY EAST, 18 <sup>TH</sup> FLOOR
<b>Risk Management College</b>	PARK VIEW, 4 <sup>TH</sup> FLOOR	
9–10 p.m.	<b>LNC Meetings with AAC Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR





## SATURDAY, JANUARY 25, 2025

---

7:30-8:30 a.m.	<b>LNC Meetings with AAC Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR
8 a.m.-7 p.m.	<b>Registration</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>BetaBase Learning Lab</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Digital Pix</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Pi Beta Phi Foundation Wine Carnation Garden</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
8 a.m.-10 p.m.	<b>Shop Pi Phi</b>	GRAND C, 4 <sup>TH</sup> FLOOR
8-8:45 a.m.	<b>Breakfast</b> A breakfast buffet is available for all registrants.	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
	<b>LGBTQIA+ Affinity Group Meet-up</b> LGBTQIA+ Affinity Group members are invited to grab breakfast from the buffet and join fellow sisters for casual conversations. Feel free to come and go as you please and explore other meet-ups happening at the same time. To learn more or to join, visit <a href="https://pibetaphi.org/lgbtqia">pibetaphi.org/lgbtqia</a> .	STERLING STUDIO 5, 2 <sup>ND</sup> FLOOR
	<b>Members of Color Affinity Group Meet-up</b> Members of Color Affinity Group members are invited to grab breakfast from the buffet and join fellow sisters for casual conversations. Feel free to come and go as you please and explore other meet-ups happening at the same time. To learn more or to join, visit <a href="https://pibetaphi.org/membersofcolor">pibetaphi.org/membersofcolor</a> .	STERLING STUDIO 4, 2 <sup>ND</sup> FLOOR
	<b>Pi Phi Pages Group Meet-up</b> Pi Phi Pages participants are invited to grab breakfast from the buffet and join fellow sisters for casual conversations. Feel free to come and go as you please and explore other meet-ups happening at the same time. To learn more or to join the Facebook group, visit <a href="https://pibetaphi.org/piphipages">pibetaphi.org/piphipages</a> .	STERLING STUDIO 9, 2 <sup>ND</sup> FLOOR
9-11:45 a.m.	<b>Educational Colleges</b>	
11:45 a.m.-12:45 p.m.	<b>LNC Meetings with AAC Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR
12-1 p.m.	<b>Lunch</b> Enjoy a lunch buffet as you share what you've learned with your sisters, connect with Pi Phis from other chapters and exchange ideas. No programming is scheduled during lunch.	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
1:15-3 p.m.	<b>Educational Colleges</b>	
3-4 p.m.	<b>Mental Health Break</b> Grab your sisters, get outside or decompress during our mental health break. A snack will be provided in the Grand Foyer.	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>LNC Meetings with AAC Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR

---



4:15–6:15 p.m.	<b>Educational Colleges</b>	
7–10 p.m.	<b>Pink Party Dinner</b> Change into your Pink Party T-shirt and join your sisters for a buffet dinner alongside a silent disco and a Pi Beta Phi Cookie Shine.	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
8:30–10 p.m.	<b>Alumnae Reception</b> Network with Pi Phi alumnae and swap sisterhood stories over desserts.	RED PRIVATE DINING ROOM, 1 <sup>ST</sup> FLOOR
	<b>LNC Meetings with AAC Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR

**SUNDAY, JANUARY 26, 2025**

7:30–8: a.m.	<b>LNC Meetings with AAC Members</b> <i>Sign up required; visit the app for available times.</i>	STERLING STUDIO 2, 2 <sup>ND</sup> FLOOR
8 a.m.–12 p.m.	<b>Registration</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
	<b>Pi Beta Phi Foundation Wine Carnation Garden</b>	GRAND FOYER, 4 <sup>TH</sup> FLOOR
8–8:45 a.m.	<b>Breakfast</b> A breakfast buffet is available for all registrants. No programming is scheduled during breakfast.	GRAND DEFGH, 4 <sup>TH</sup> FLOOR
9–9:45 a.m. and 10–10:45 a.m.	<b>Workshop Sessions 1 &amp; 2</b>	
	<b>Balancing Act</b>	Regency D
	<b>Building Bridges</b>	Regency B
	<b>Career Confidence</b>	Regency E
	<b>Conquering Conflict</b>	Regency C
	<b>Crafting Your Chapter Brand</b>	Regency F
	<b>Delegation Decoded</b>	Gateway West
	<b>Facilitation Foundations</b>	Regency A
	<b>Home Sweet Home</b>	Grand AB
	<b>Keys to Success*</b>	Sterling Studio 6
	<b>Retention by Design</b>	Gateway East
	<b>Safe Sisterhood</b>	Sterling Studio 9
	<b>The Power of YOU</b>	Parkview
11–11:30 a.m.	<b>Closing General Session</b> We’ll end our time together by reflecting on the biggest highlights and key takeaways from the weekend. You’ll leave energized and ready to drive positive change within your chapters and beyond.	GRAND DEFGH, 4 <sup>TH</sup> FLOOR





## KEYNOTE SPEAKER

### TINA RAE VANSTEENBERGEN

Tina Rae VanSteenbergen is on a mission to change the narrative for women. Her work is rooted in a powerful belief: women need women—to succeed in the workplace, to feel understood, to believe in themselves and to feel less alone. Through her authentic, heartfelt speaking style, Tina empowers women to tear down the walls between them, foster genuine connections and build strong communities filled with empathy, kindness and empowerment.

With a blend of storytelling, humor and honesty, Tina has inspired hundreds of thousands of women across North America to take up space in their personal and professional lives. She helps women embrace their confidence—not as a simple expectation, but as a shared journey of growth, resilience and self-discovery.

Tina’s keynote promises to leave you inspired, connected and ready to embrace your authentic confidence as you navigate the twists and turns of life.



## COLLEGE WEEKEND ANNOUNCEMENTS

### MISSING SOMETHING? WE CAN HELP!

Stop by the registration desk in the 4<sup>th</sup> Floor Grand Foyer to pick up your lost items or drop off something you've found. The lost and found will be open Friday 11 a.m.-9 p.m., Saturday 8 a.m.-7 p.m. and Sunday 8 a.m.-12 p.m.

### DOWNLOAD THE PI PHI EVENTS APP AND STAY UP TO DATE

When you download the Pi Beta Phi events app, you’ll have instant access to all things College Weekend. From the agenda and hotel map to important announcements and an attendee directory, the Pi Phi app will keep you in the know. Follow the steps below to download.

1. Search for the Pi Beta Phi Events app in the App Store on iOS devices and the Play store on Android.
2. Download and install the app.
3. Open the app and select Pi Beta Phi College Weekend 2025.
4. Follow the instructions listed and log in using the email you used during registration.
5. Enter the four-digit verification code from your email into your device when prompted.



### LET’S GET SOCIAL

College Weekend is an experience like none other. Share your favorite moments on social media using #PiPhiLeaders and #PiPhiCollegeWeekend and you may see your photos on the big screen!



### LEVEL UP AT THE BETABASE LEARNING LAB

Want to take your BetaBase skills to the next level? The BetaBase Learning Lab offers a hands-on opportunity to explore our new member portal. Work alongside fellow officers and Advisors as you explore tools for managing your chapter, practice running reports and work through real-world scenarios with staff and volunteers!

### SHARE YOUR STORY

Our sisterhood is made up of thousands of members with unique identities, backgrounds and experiences. While we have common values and a shared love for Pi Phi, every member brings something special to our sisterhood; every member has a story to share—from how Pi Phi empowered you to lead and your favorite memories living in the chapter house to how you celebrate holidays throughout the year and the incredible work you’re doing in your community.

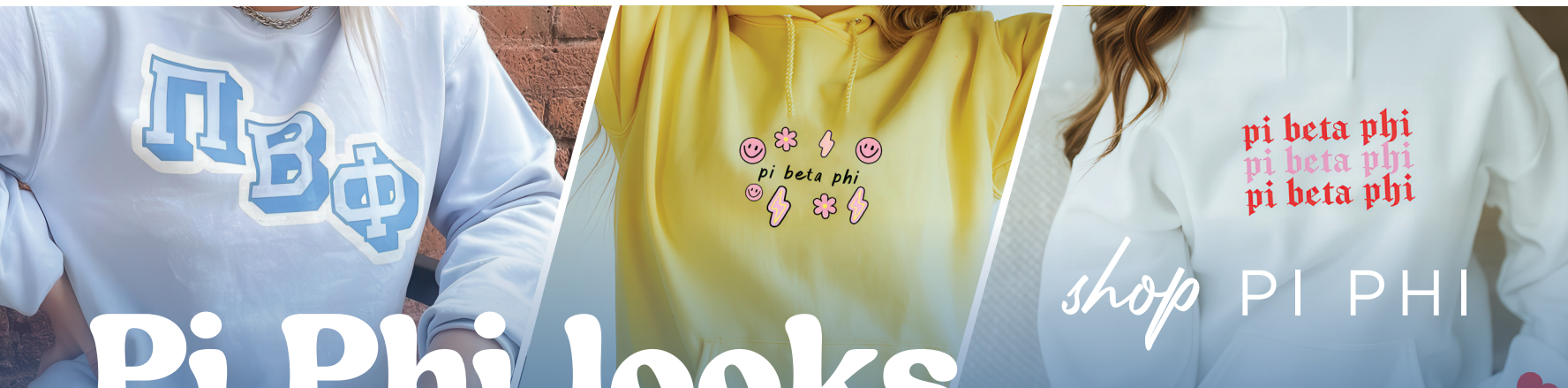
Scan the QR code and complete the form to share your story!



### SHOP PI PHI

Ready to add to your Pi Phi collection? Stop by Grand C on the 4<sup>th</sup> Floor to shop our most popular styles and find a few new favorites. From sweatshirts to stickers—there’s something for everyone!

When you Shop Pi Phi, you support Pi Phi! A portion of every purchase comes back to the Fraternity.



# Pi Phi looks good on you!

Shop the largest collection of Pi Phi merchandise all year long at [shoppiphi.com](http://shoppiphi.com).

When you Shop Pi Phi, you support Pi Phi! A portion of every purchase comes back to the Fraternity.







**“IT WAS NOT JUST THE FINANCIAL SUPPORT THAT MEANT SO MUCH TO ME, BUT THE RECOGNITION FROM AN ORGANIZATION THAT I HAVE BEEN A PART OF FOR YEARS.”**

**— WHITNEY STANTON, COLORADO ALPHA**

Whitney is one of 106 Pi Phis who received a Foundation scholarship or fellowship during the 2024-2025 academic year.

Our Foundation provided \$317,846 in scholarship awards for the 2024-2025 academic year to Pi Phi collegians and alumnae pursuing their academic goals—and many scholarships give preference to members from specific chapters.

Scan the QR code to learn more and complete your application by February 15!



## LODGING AND MEALS

### LODGING

Lodging for Friday and Saturday night is included in the registration package for registered attendees. All participants should be checked out of their rooms no later than noon on Sunday. Programming will conclude by 11:30 a.m. to allow participants time to take care of any remaining business. Each attendee will be responsible for incidental expenses (telephone calls, additional meals, snacks, etc.) they incur.

### MEALS

Friday dinner, Saturday breakfast, lunch and dinner, and Sunday breakfast are included in the registration fee. College Weekend events are alcohol-free. Please do not bring alcoholic beverages into any College Weekend functions, including meals.

### SPECIAL ACCOMMODATIONS

When registering for College Weekend, you were prompted to note any special accommodations. If your needs have changed, please stop by registration to let us know so we can best support you throughout the event.

### DIETARY RESTRICTIONS

When registering for College Weekend, you were prompted to note any dietary restrictions. All allergens will be clearly marked on buffets. A dietary restriction card for Friday night's plated meal has been included inside your registration packet. Once seated, please place your dietary restriction card at your place setting to denote your dietary restriction to the banquet server. The banquet staff will then bring you the appropriate meal. In order for all attendees to enjoy the meal, it's important you take the correct meal if you have special dietary restrictions. If you have any additional concerns regarding dietary restrictions at buffet meals, please ask someone from the hotel banquet staff.

# EMERGENCY PROCEDURES

In the event of an emergency while at College Weekend, please follow the hotel procedure first and then Pi Phi procedures as outlined below.

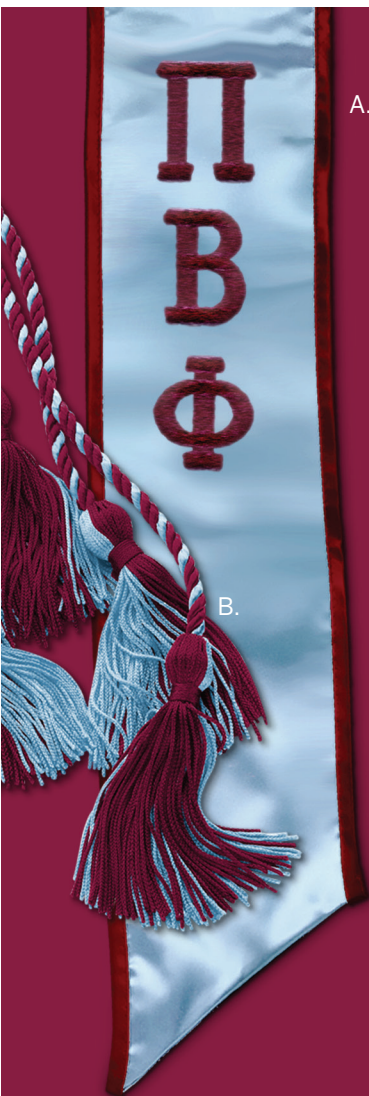
## HOTEL PROCEDURE

In case of emergency, the hotel emergency number is 55.

## PI BETA PHI PROCEDURE

After following the hotel's emergency procedure, contact the Pi Beta Phi Emergency Hotline. The hotline will be staffed 24/7, and the individual answering will know the proper procedures to be followed based on the situation. **The Pi Beta Phi Emergency Hotline number is (636) 236-9463.**

No one goes to the doctor or hospital alone. Always use a "travel buddy" if a visit to a doctor or hospital is necessary. A member of the Alumnae Advisory Committee or a Fraternity Officer should accompany a collegian. Report status after medical treatment to the Pi Beta Phi Emergency Hotline.



A.

# Step into your future

with Pi Beta Phi close to heart

B.



C.

D.



E.



F.



G.



H.



I.



J.



K.



L.



M.

- A. Graduation Stole, #STOLE
- B. Graduation Cord, #CORD
- C. Crown Pearl Badge with Diamond Point, #0203
- D. Crest Guard, #0910
- E. VP Recruitment, #0027
- F. VP Inclusion, #0184
- G. VP Community Relations, #045B
- H. VP Operations, #0003
- I. VP Finance/Housing, #0004
- J. Chapter President, #001A
- K. VP Risk Management, #0067
- L. AAC, #0021
- M. VP Member Experience, #0006

Use code  
**PIPHIWEEKEND25**  
to get FREE\*  
shipping!  
(Valid January 23-  
February 9, 2025.)



# We Are Pi Phi

Pi Phi is made stronger by the diversity of our members, each contributing their own story to our shared history. #WeArePiPhi celebrates the unique identities and experiences of every Pi Phi sister, and your story is an important part of our collective legacy.

Ready to share your story? Scan the QR code and complete the form to let us know!



## NEARBY HOSPITAL AND PHARMACY

### Barnes-Jewish Hospital

1 Barnes Jewish Hospital Plaza, St. Louis, MO 63110

(314) 747-3000 | [barnesjewish.org](http://barnesjewish.org)

Distance from hotel: 4.8 miles

Approximate travel time: 15-minute drive

### CVS Pharmacy (inside Culinaria, A Schnucks Market)

315 North 9<sup>th</sup> Street, St. Louis, MO 63101

(314) 436-7491 | [nourish.schnucks.com](http://nourish.schnucks.com)

Distance from hotel: 0.5 miles

Approximate travel time: 10-minute walk

## FIRE AND EVACUATION PROCEDURES

In the event of a fire, the fire alarm will sound on the floor of the emergency, as well as the floors immediately above and below followed by an audible message. Listen to the public address system for directions and proceed to the lobby to await further directions from hotel staff or the Fire Department.

## ACTIVE SHOOTER PROCEDURES

In the case of an active shooter, take these actions:

1. **Run:** If there is an escape path, attempt to evacuate. Take your phone with you but leave all other belongings behind. Help others escape if possible. Prevent others from entering the area. Call 911 when you are safe.
2. **Hide:** When evacuation is not possible, find a place to hide. Lock and/or blockade the door. Silence your phone. Remain quiet.
3. **Fight:** As a last resort, and only if your life is in danger should you attempt to incapacitate the shooter.

## REPORTING SAFETY IN CASE OF EMERGENCY

Collegians and AAC members should report they are safe to the Chapter President of the chapter they are representing. The Chapter President will report to the Collegiate Regional Director. International volunteers should report they are safe to their volunteer supervisor. Headquarters staff should report they are safe to their supervisor.



ΠΒΦ'S 75<sup>TH</sup> BIENNIAL CONVENTION  
**A CELEBRATION**  
*of* **SISTERHOOD**

**JUNE 19-21, 2025**

**THE GALT HOUSE HOTEL  
LOUISVILLE, KENTUCKY**

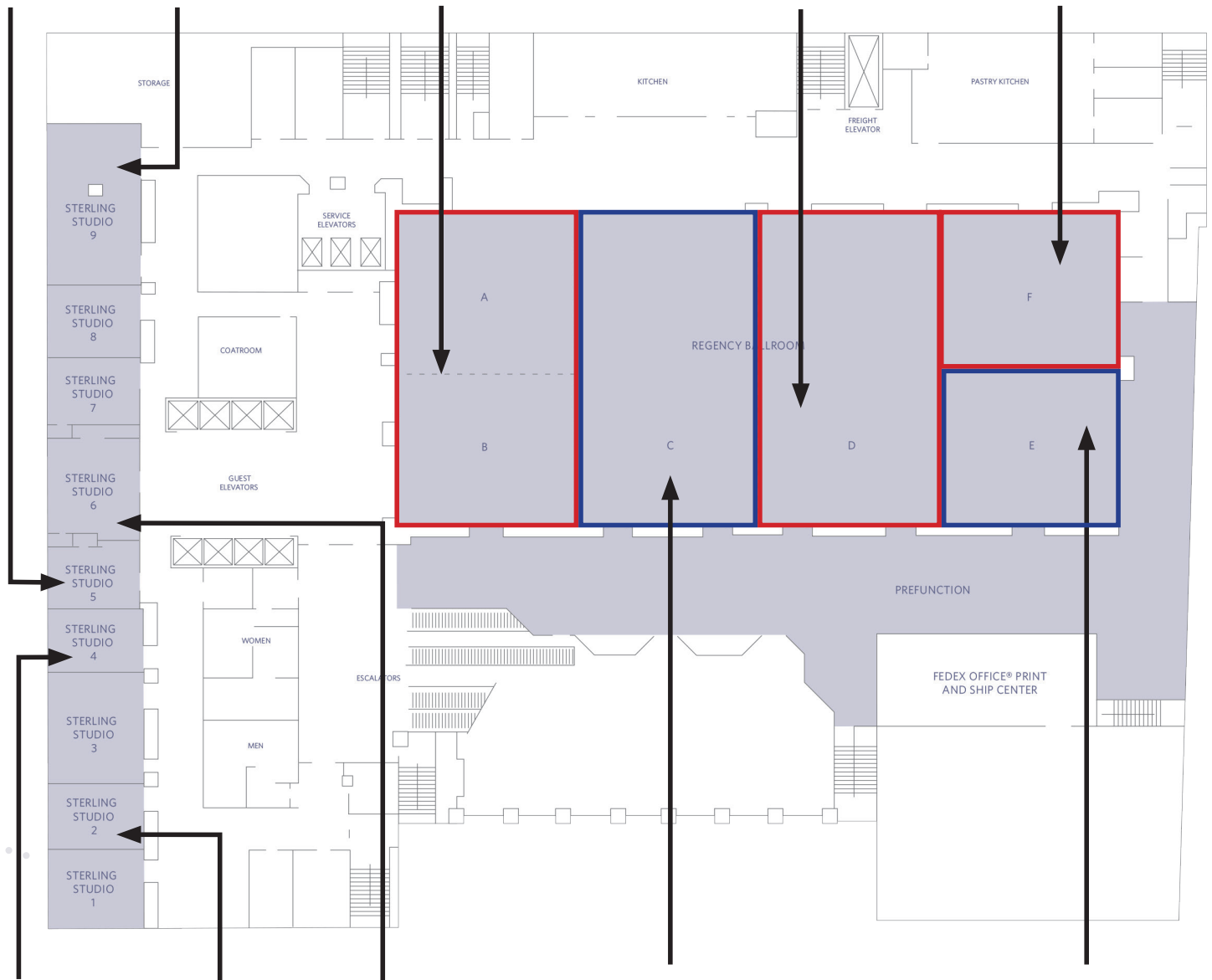
Pi Beta Phi's 75<sup>th</sup> Biennial Convention: A Celebration of Sisterhood honors our 158-year history and the values at the heart of Pi Beta Phi. Join your Pi Phi sisters in commemorating our shared heritage, celebrating our collective achievements, reaffirming our commitment to our values and envisioning a promising future together.

Registration will open soon at [pibetaphi.org/convention](https://pibetaphi.org/convention).



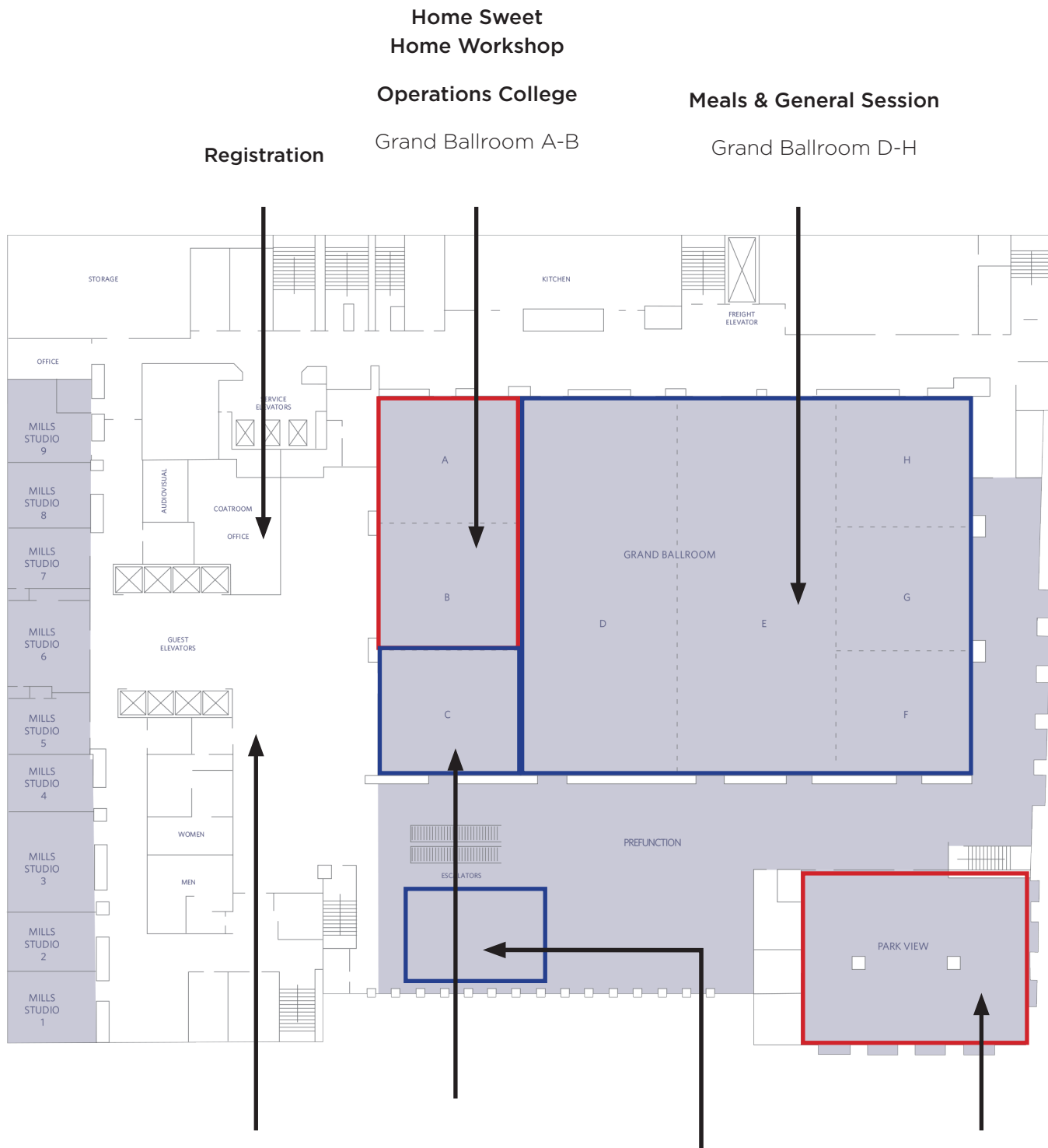
# HOTEL MAP – 2<sup>ND</sup> FLOOR

		<b>Alumnae Advisory Committee College</b> Regency Ballroom A-B		
	<b>Pi Phi Pages Meet-up</b>	<b>Building Bridges Workshop</b> Regency Ballroom B	<b>Balancing Act Workshop</b>	<b>Community Relations College</b>
<b>LGBTQIA+ Affinity Group Meet-up</b>	<b>Safe Sisterhood Workshop</b>	<b>Facilitation Foundations Workshop</b> Regency Ballroom A	<b>Member Experience College</b> Regency Ballroom D	<b>Crafting Your Chapter Brand Workshop</b> Regency Ballroom F
Sterling Studio 5	Sterling Studio 9			



<b>Members of Color Affinity Group Meet-up</b> Sterling Studio 4	<b>LNC Meetings</b> Sterling Studio 2	<b>Keys to Success Workshop</b> Sterling Studio 6	<b>Chapter President College</b> <b>Conquering Conflict Workshop</b> Regency Ballroom C	<b>Finance/Housing College</b> <b>Career Confidence Workshop</b> Regency Ballroom E
---	--	--	---	---

# HOTEL MAP – 4<sup>TH</sup> FLOOR



**BetaBase Learning Lab**  
Digital Pix Booth

**Shop Pi Phi**  
Grand Ballroom C

**Pi Beta Phi Foundation Wine Carnation Garden**

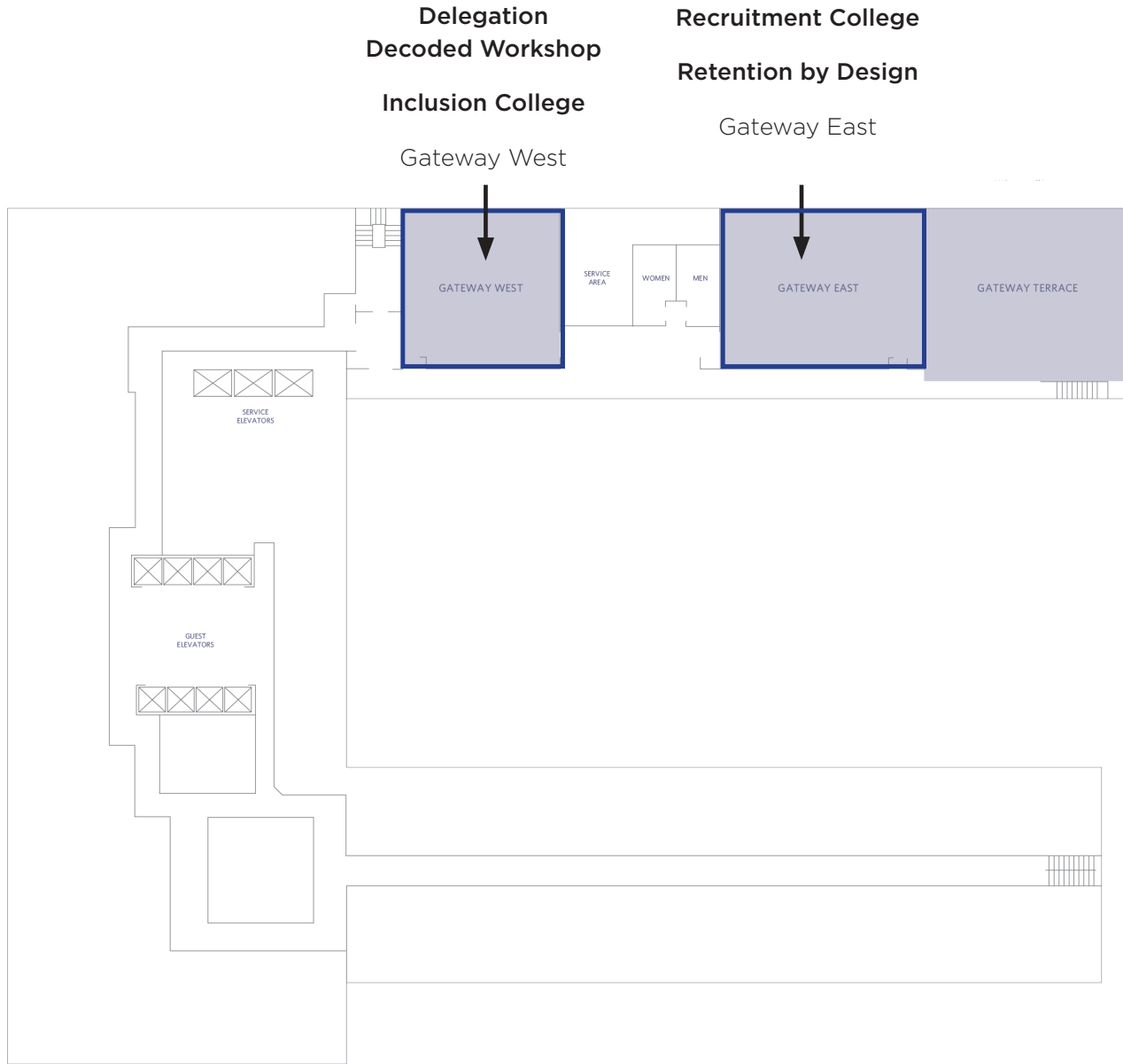
**The Power of YOU Workshop**  
**Risk Management College**

Park View





# HOTEL MAP — 18<sup>TH</sup> FLOOR



*Pi Phi  
giving  
day*

3.14.25

# Join our Pi Phi Giving Day ambassador team!

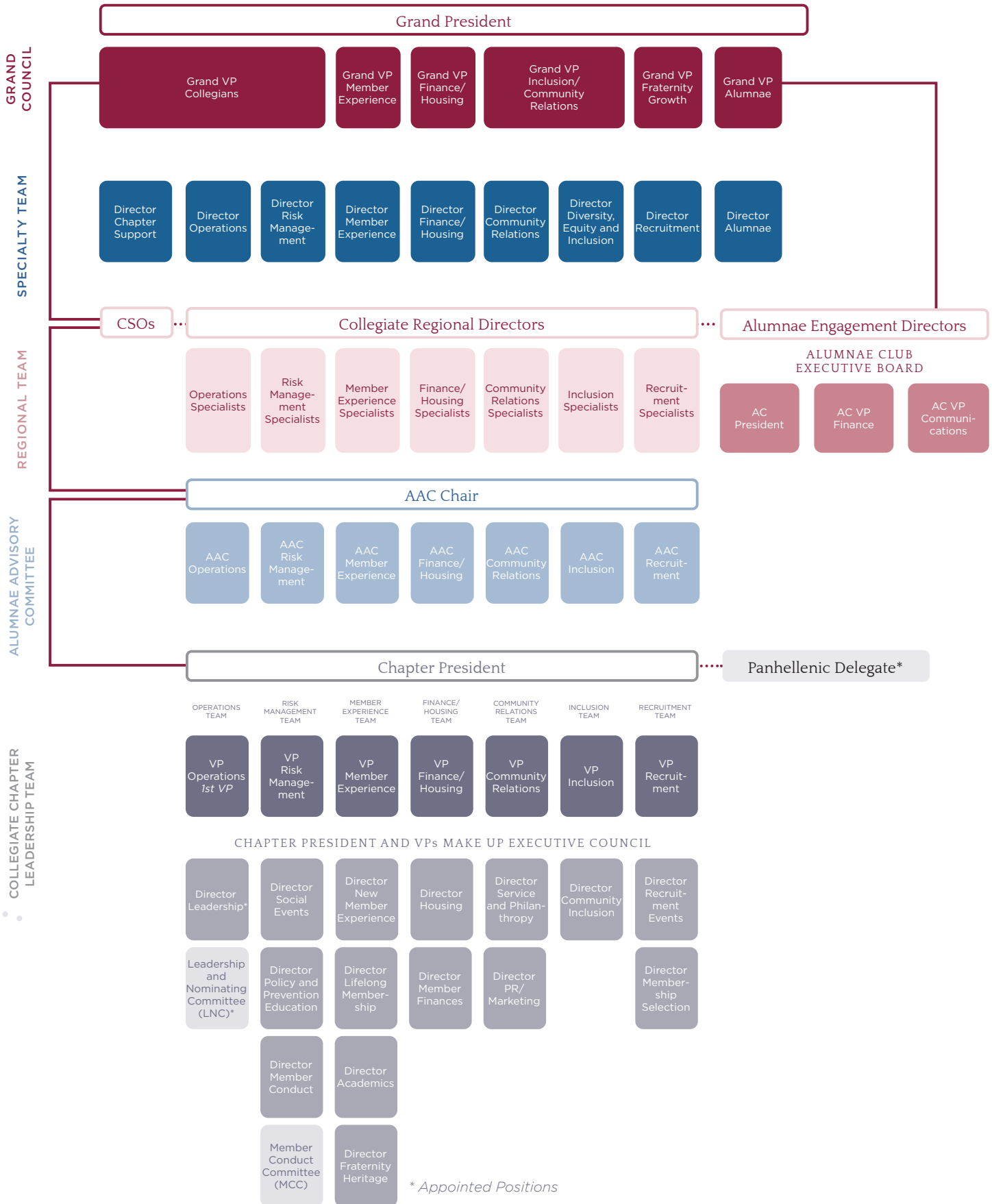
Do you have a passion for Pi Phi and want to make a difference? As an ambassador, you can win exclusive Pi Phi prizes while helping to promote this special day of giving.



Scan the QR code to sign up, then stop by the Wine Carnation Garden in the 4<sup>th</sup> Floor Grand Foyer to pick up your Pi Phi Giving Day ambassador button!



# PI BETA PHI ORGANIZATIONAL STRUCTURE





# PI BETA PHI REGIONAL MAP



## Smile Big

Capture your favorite 2025 College Weekend moments with Digital Pix, our official event photographer!

Stop by their booth in the 4<sup>th</sup> Floor Grand Foyer for a chance to win a FREE chapter composite!





# VOLUNTEERS AND STAFF

## GRAND COUNCIL



**Lisa Gamel Scott**  
COLORADO ALPHA  
Grand President  
gp1@pibetaphi.org



**Melissa Malone Colvin**  
VIRGINIA THETA  
Grand Vice President  
Collegians  
gvpc@pibetaphi.org



**Ana Mancebo Miller**  
TEXAS BETA  
Grand Vice President Alumnae  
gvpa@pibetaphi.org



**Emory McGinnis Eison**  
MISSISSIPPI BETA  
Grand Vice President  
Finance/Housing  
gvph@pibetaphi.org



**Jenn Plagman-Galvin**  
IOWA GAMMA  
Grand Vice President  
Fraternity Growth  
gvpg@pibetaphi.org



**Amy Lorenzen  
Southerland**  
SOUTH DAKOTA ALPHA  
Grand Vice President  
Inclusion/Community  
Relations  
gvpicr@pibetaphi.org



**Greer Horne**  
VIRGINIA ZETA  
Grand Vice President  
Member Experience  
gvpme@pibetaphi.org

## GRAND COUNCIL EMERITAE



**Sarah (Sis) Ruth Mullis**  
SOUTH CAROLINA ALPHA  
Grand President Emerita  
sarahrmullis@cs.com



**Carol Inge Warren**  
NORTH CAROLINA BETA  
Grand Vice President Emerita  
rjwarren@aol.com







# SPECIALTY DIRECTORS



**Marie Metke Westom**  
OREGON GAMMA  
Director Operations  
do@pibetaphi.org



**Jennifer Mandeville**  
VIRGINIA THETA  
Director Risk Management  
drm@pibetaphi.org



**Stephanie Shadwick**  
MISSOURI GAMMA  
Director Member Experience  
dme@pibetaphi.org



**Amanda Reid Austin**  
MICHIGAN ALPHA  
Director Finance/Housing  
dfh@pibetaphi.org



**Beth Torres**  
ILLINOIS ZETA  
Director Community Relations  
dcr@pibetaphi.org



**Monica Diaz-Greco**  
ONTARIO ALPHA  
Director Recruitment  
dr@pibetaphi.org



**Michelle Drouse Woodhouse**  
CALIFORNIA ETA  
Director Alumnae  
da@pibetaphi.org



**Daphney Rose Bitanga**  
CALIFORNIA ETA  
Director Diversity, Equity and Inclusion  
ddei@pibetaphi.org



**Tina Rivard**  
PENNSYLVANIA THETA  
Director Chapter Support  
dcs@pibetaphi.org



# REGIONAL TEAMS

## REGION ONE



**Laura Clough Redmond**  
OHIO ETA  
Alumnae Engagement Director  
aed1@pibetaphi.org



**Alison Pilgrim**  
SOUTH DAKOTA ALPHA  
Collegiate Regional Director  
crd1@pibetaphi.org



**Katie Bills Gerrity**  
INDIANA ZETA  
Operations Specialist  
operations1@pibetaphi.org



**Jennifer Green Hall**  
PENNSYLVANIA THETA  
Risk Management Specialist  
riskmanagement1@pibetaphi.org



**Deanne Trent**  
PENNSYLVANIA ZETA  
Member Experience Specialist  
memberexperience1@pibetaphi.org



**Debbie Wang**  
NEW YORK ZETA  
Finance/Housing Specialist  
financehousing1@pibetaphi.org



**Katie Francis Moore**  
WEST VIRGINIA ALPHA  
Recruitment Specialist  
recruitment1@pibetaphi.org



**Veronica Milliken Boggs**  
WEST VIRGINIA ALPHA  
Community Relations Specialist  
communityrelations1@pibetaphi.org



**Semrin Aleckson Gillespie**  
VIRGINIA IOTA  
Inclusion Specialist  
inclusion1@pibetaphi.org



**REGION TWO**



**Dana Reilly**  
FLORIDA ZETA  
Alumnae Engagement Director  
aed2@pibetaphi.org



**Julia Furtaw**  
MICHIGAN GAMMA  
Collegiate Regional Director  
crd2@pibetaphi.org



**Alexis Baker Pickrell**  
OHIO EPSILON  
Operations Specialist  
operations2@pibetaphi.org



**Jessica Kowalkowski**  
MICHIGAN GAMMA  
Risk Management Specialist  
riskmanagement2@pibetaphi.org



**Cindy Corday Pajak**  
FLORIDA EPSILON  
Member Experience Specialist  
membereperience2@pibetaphi.org



**Lynda Breyer Miller**  
MICHIGAN ALPHA  
Finance/Housing Specialist  
financehousing2@pibetaphi.org



**Elizabeth Rountree Zaebs**  
MICHIGAN BETA  
Recruitment Specialist  
recruitment2@pibetaphi.org



**Bianka Bargmann**  
ONTARIO ALPHA  
Community Relations Specialist  
communityrelations2@pibetaphi.org



**Tessa Betz Ripka**  
MICHIGAN ALPHA  
Inclusion Specialist  
inclusion2@pibetaphi.org





**REGION THREE**



**Kimberly Sisk Crowe**  
KENTUCKY BETA  
Alumnae Engagement Director  
aed3@pibetaphi.org



**Emily Beck Wood**  
PENNSYLVANIA THETA  
Collegiate Regional Director  
crd3@pibetaphi.org



**Lacey Morrison Avioli**  
MISSISSIPPI GAMMA  
Operations Specialist  
operations3@pibetaphi.org



**Katie Todd**  
NEW YORK EPSILON  
Risk Management Specialist  
riskmanagement3@pibetaphi.org



**Krista Searle**  
ALBERTA ALPHA  
Member Experience Specialist  
memberexperience3@pibetaphi.org



**Jessi Bevan Nill**  
INDIANA GAMMA  
Finance/Housing Specialist  
financehousing3@pibetaphi.org



**Kay Gray Forbes**  
WEST VIRGINIA ALPHA  
Recruitment Specialist  
recruitment3@pibetaphi.org



**Kelly Zudycki Perry**  
ILLINOIS ZETA  
Community Relations Specialist  
communityrelations3@pibetaphi.org



**Amber Maiberger**  
ILLINOIS ETA  
Inclusion Specialist  
inclusion3@pibetaphi.org







**REGION FOUR**



**Lori Poveromo Haight**  
VIRGINIA ETA  
Alumnae Engagement Director  
aed4@pibetaphi.org



**Rachael Tully**  
VIRGINIA ZETA  
Collegiate Regional Director  
crd4@pibetaphi.org



**Kara Rex**  
IOWA GAMMA  
Operations Specialist  
operations4@pibetaphi.org



**Jenn Waggoner Strickland**  
WEST VIRGINIA ALPHA  
Risk Management Specialist  
riskmanagement4@pibetaphi.org



**Cara Stombeck**  
VIRGINIA ZETA  
Member Experience Specialist  
memberexperience4@pibetaphi.org



**Sande Schweier**  
OREGON GAMMA  
Finance/Housing Specialist  
financehousing4@pibetaphi.org



**Jennifer Bailey**  
MICHIGAN EPSILON  
Recruitment Specialist  
recruitment4@pibetaphi.org



**Erin Davis**  
MICHIGAN EPSILON  
Community Relations Specialist  
communityrelations4@pibetaphi.org



**Rachael Holman**  
MISSISSIPPI ALPHA  
Inclusion Specialist  
inclusion4@pibetaphi.org





**REGION FIVE**



**Suzanne Gill Kriz**  
ILLINOIS ETA  
Alumnae Engagement Director  
aed5@pibetaphi.org



**Brooke Avila**  
IOWA BETA  
Collegiate Regional Director  
crd5@pibetaphi.org



**Ann Wear Wiley**  
IOWA GAMMA  
Operations Specialist  
operations5@pibetaphi.org



**Emily Carney Harriott**  
ARIZONA BETA  
Risk Management Specialist  
riskmanagement5@pibetaphi.org



**Staci Moss Wekenborg**  
OKLAHOMA BETA  
Member Experience Specialist  
memberexperience5@pibetaphi.org



**Andrea Hefty Lindquist**  
IOWA GAMMA  
Finance/Housing Specialist  
financehousing5@pibetaphi.org



**Katie Knoll Mott**  
IOWA GAMMA  
Recruitment Specialist  
recruitment5@pibetaphi.org



**Catherine O'Dea Pallardy**  
ILLINOIS ETA  
Community Relations Specialist  
communityrelations5@pibetaphi.org



**Tessa Kohler**  
WISCONSIN DELTA  
Inclusion Specialist  
inclusion5@pibetaphi.org

**REGION SIX**



**Alicia Middleton Stephens**  
NORTH CAROLINA ALPHA  
Alumnae Engagement Director  
aed6@pibetaphi.org



**Molly Harris-Stevens**  
MISSISSIPPI BETA  
Collegiate Regional Director  
crd6@pibetaphi.org



**Tracy Gilbreath Fenter**  
TEXAS GAMMA  
Operations Specialist  
operations6@pibetaphi.org



**Carmen Felder**  
OKLAHOMA ALPHA  
Risk Management Specialist  
riskmanagement6@pibetaphi.org



**Dorothy Ruoff**  
MONTANA ALPHA  
Member Experience Specialist  
memberexperience6@pibetaphi.org



**Callie Rutherford**  
MISSISSIPPI BETA  
Finance/Housing Specialist  
financehousing6@pibetaphi.org



**Phoenix Pope Johnston**  
MISSISSIPPI ALPHA  
Recruitment Specialist  
recruitment6@pibetaphi.org



**Brittany White**  
MISSISSIPPI GAMMA  
Community Relations Specialist  
communityrelations6@pibetaphi.org



**Lise Byars-George**  
MISSOURI BETA  
Inclusion Specialist  
inclusion6@pibetaphi.org





**REGION SEVEN**



**Carolyn Much Reil**  
OREGON GAMMA  
Alumnae Engagement Director  
aed7@pibetaphi.org



**Marisa Strauss Stribling**  
OREGON ALPHA  
Collegiate Regional Director  
crd7@pibetaphi.org



**Lidia Salvaggio**  
MICHIGAN EPSILON  
Operations Specialist  
operations7@pibetaphi.org



**Elisabeth Mayer Garcia**  
NEVADA ALPHA  
Risk Management Specialist  
riskmanagement7@pibetaphi.org



**Kyra Flatow**  
MONTANA ALPHA  
Member Experience Specialist  
memberexperience7@pibetaphi.org



**Jean Nees Tulin**  
ILLINOIS ETA  
Finance/Housing Specialist  
financehousing7@pibetaphi.org



**Haley Burns-Hodges**  
UTAH ALPHA  
Recruitment Specialist  
recruitment7@pibetaphi.org



**Terre McFillen Hall**  
OHIO ALPHA  
Community Relations Specialist  
communityrelations7@pibetaphi.org



**Aubri Tuero**  
UTAH ALPHA  
Inclusion Specialist  
inclusion7@pibetaphi.org

**REGION EIGHT**



**Marnie Lee**  
ALBERTA ALPHA  
Alumnae Engagement Director  
aed8@pibetaphi.org



**Marie Baldazo Andraesen**  
CALIFORNIA ETA  
Collegiate Regional Director  
crd8@pibetaphi.org



**Heather Wilson Miller**  
NEW MEXICO BETA  
Operations Specialist  
operations8@pibetaphi.org



**Lindsay Thomson**  
ALBERTA ALPHA  
Risk Management Specialist  
riskmanagement8@pibetaphi.org



**Vacant Position**  
Member Experience Specialist  
membereperience8@pibetaphi.org



**Tiffany Flint Caron**  
COLORADO EPSILON  
Finance/Housing Specialist  
financehousing8@pibetaphi.org



**Steph Uchino-Beach**  
CALIFORNIA ETA  
Recruitment Specialist  
recruitment8@pibetaphi.org



**Melissa Clark Stevenson**  
OREGON GAMMA  
Community Relations Specialist  
communityrelations8@pibetaphi.org



**Stacey Akahoshi**  
CALIFORNIA LAMBDA  
Inclusion Specialist  
inclusion8@pibetaphi.org





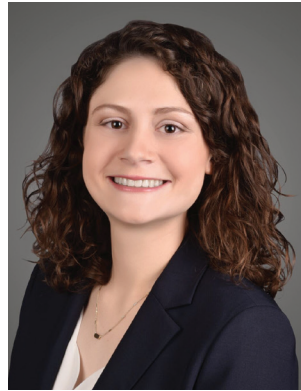
**REGION NINE**



**Jody Morse Al-Saigh**  
NEW YORK ALPHA  
Alumnae Engagement Director  
aed9@pibetaphi.org



**Kris Semenza Murphy**  
MONTANA ALPHA  
Collegiate Regional Director  
crd9@pibetaphi.org



**Megan Marie Israelitt**  
OHIO KAPPA  
Operations Specialist  
operations9@pibetaphi.org



**Tara Abbott Davis**  
ARIZONA ALPHA  
Risk Management Specialist  
riskmanagement9@pibetaphi.org



**Shannon Fredericks**  
DELAWARE ALPHA  
Member Experience Specialist  
memberexperience9@pibetaphi.org



**Ashley Boarts**  
OHIO THETA  
Finance/Housing Specialist  
financehousing9@pibetaphi.org



**Karli Pep Hansen**  
COLORADO GAMMA  
Recruitment Specialist  
recruitment9@pibetaphi.org



**Kristin Zemke**  
NEW YORK ETA  
Community Relations Specialist  
communityrelations9@pibetaphi.org



**Monica Watt Elms**  
MICHIGAN GAMMA  
Inclusion Specialist  
inclusion9@pibetaphi.org

## FRATERNITY STAFF



**Shawn Eagleburger**  
Executive Director  
seagleburger@pibetaphi.org



**Caroline Majers Backer**  
INDIANA EPSILON  
Assistant Executive Director  
cbacker@pibetaphi.org



**Ashley Hallowell Karth**  
ILLINOIS ETA  
Associate Executive Director  
akarth@pibetaphi.org

## ALUMNAE ENGAGEMENT AND EVENTS



**Libby Gilkison Cannon**  
MISSOURI ALPHA  
Senior Director of Engagement  
lcannon@pibetaphi.org



**Allison Kimball**  
Alumnae Services Director  
akimball@pibetaphi.org



**Jules Jordan**  
Alumnae Club  
Services Coordinator  
jjordan@pibetaphi.org



**Annika Meyer**  
Events Coordinator  
ameyer@pibetaphi.org



## CHAPTER SERVICES



**Mackenzie Gatti**  
Senior Director of  
Chapter Services  
mgatti@pibetaphi.org



**Samantha Eldridge**  
LOUISIANA BETA  
Chapter Services Director  
seldridge@pibetaphi.org



**Emilia DeMarco**  
Assistant Director of  
Chapter Services  
edemarco@pibetaphi.org



**Angela Ging**  
Assistant Director of  
Chapter Services  
aging@pibetaphi.org



**Hannah Meador**  
IOWA GAMMA  
Assistant Director of  
Chapter Services  
hmeador@pibetaphi.org



**Bailey Fairfax**  
Chapter Services Coordinator  
bfairfax@pibetaphi.org

## EDUCATION AND INCLUSION



**Teresa Williams**  
Education and Inclusion Director  
twilliams@pibetaphi.org



**Olivia Kennedy**  
MICHIGAN GAMMA  
Assistant Director of Education  
and Programs  
okennedy@pibetaphi.org



**Adam Bantz**  
Assistant Director of Literacy  
and Programs  
abantz@pibetaphi.org



# FINANCE



**Micah Richardson**  
Senior Director of Finance  
mrichardson@pibetaphi.org



**Dawn Sonntag**  
KANSAS ALPHA  
Finance Director  
dsonntag@pibetaphi.org



**Jessica Seitz**  
Controller  
jseitz@pibetaphi.org



**Brandon Drum**  
Senior Analyst  
bdrum@pibetaphi.org



**Hannah Stanfield**  
Account Payable Manager  
hstanfield@pibetaphi.org



**Albert Weiss**  
Staff Accountant  
aweiss@pibetaphi.org



**Tionne Wurtz**  
Staff Accountant  
twurtz@pibetaphi.org



**Breon Jones**  
Staff Accountant  
bjones@pibetaphi.org



**Ruth Argent**  
MISSOURI ALPHA  
Accounts Payable Specialist  
rargent@pibetaphi.org



## HUMAN RESOURCES AND OPERATIONS



**Melissa Nagus**  
MISSOURI ALPHA  
Senior Director of Human Resources  
mnagus@pibetaphi.org



**Alex Gaskin**  
NEW MEXICO ALPHA  
Talent Management Director  
agaskin@pibetaphi.org



**Megan Paule**  
Human Resources Generalist  
mpaule@pibetaphi.org



**BreAnna Menendez-Phillips**  
Operations Support Manager  
bphillips@pibetaphi.org



**Linda Aiken**  
Administrative Support Specialist  
laiken@pibetaphi.org

## INFORMATION TECHNOLOGY



**Frank Goldsmith**  
IT Director  
fgoldsmith@pibetaphi.org



**Mel Hower**  
IOWA BETA  
IT Specialist  
mhower@pibetaphi.org



# MARKETING AND COMMUNICATIONS



**TG Livak**  
ARIZONA ALPHA  
Senior Director of Marketing  
and Communications  
tlivak@pibetaphi.org



**Cassidy Nieves**  
MICHIGAN GAMMA  
Marketing Director  
cnieves@pibetaphi.org



**Annie Bradshaw**  
OKLAHOMA ALPHA  
Growth Marketing Strategist  
abradshaw@pibetaphi.org



**Chloe Price**  
TENNESSEE DELTA  
Digital Marketing Specialist  
cprice@pibetaphi.org



**Heather Allen**  
Communications Director  
hallen@pibetaphi.org



**Kim Gooch**  
Communications Strategist  
kgooch@pibetaphi.org



**Abby McCord**  
Content Writer  
amccord@pibetaphi.org



**Grace Wood**  
CALIFORNIA MU  
Content Writer  
gwood@pibetaphi.org



**Maddie Mitchell**  
Graphic Designer  
mmitchell@pibetaphi.org





## STRATEGY



**Julie Jackson Molitor**  
MISSOURI ALPHA  
Senior Director of Strategy

## FRATERNITY HOUSING CORPORATION STAFF



**Shawn Eagleburger**  
Executive Director  
seagleburger@pibetaphi.org



**Caroline Majers Backer**  
INDIANA EPSILON  
Assistant Executive Director  
cbacker@pibetaphi.org



**Megan Fahrmeier Kelley**  
MISSISSIPPI BETA  
Projects Director  
mkelley@pibetaphi.org



**Kayle Gavin**  
Housing Director  
kgavin@pibetaphi.org



**Liza Hallsten**  
Assistant Director of Housing  
lhallsten@pibetaphi.org



**Arianna Rodriguez**  
Assistant Director of Housing  
arodriguez@pibetaphi.org



**Denise Pierce Turnbull**  
ILLINOIS ALPHA  
Holt House Curator  
holthouse@pibetaphi.org





# FOUNDATION STAFF



**Jill Mackey Carrel**  
INDIANA GAMMA  
Pi Beta Phi Foundation  
Executive Director  
jcarrel@pibetaphi.org



**Vacant Position**  
Director of Development  
and Engagement



**Emily Karcher**  
MARYLAND GAMMA  
Assistant Director of  
Development, Annual Giving  
ekarcher@pibetaphi.org



**Nicole Bustamante**  
Assistant Director of  
Foundation Operations  
nbustamante@pibetaphi.org



**Megan Schwedtmann**  
Donor Experience and  
Events Manager  
mschwedtmann@pibetaphi.org



**Lindsey Martie  
Scheetz**  
MISSISSIPPI GAMMA  
Donor and Volunteer  
Engagement Manager  
lscheetz@pibetaphi.org



**Betsy West McCune**  
MISSOURI ALPHA  
Program Manager  
bmccune@pibetaphi.org



**Kim Sherman**  
Director of Finance  
ksherman@pibetaphi.org



**Tyronnica Johnson**  
Finance Coordinator  
tjohnson@pibetaphi.org





## INCLUSION COLLEGE

Pi Phi's Commitment to Diversity, Equity, and Inclusion is more than just words—it's about creating an inclusive sisterhood where everyone truly belongs. *But what does that look like in action?* The Inclusion College is designed to empower attendees with the tools to cultivate belonging, implement equitable practices and ensure every member feels included. In this engaging track, you'll explore ways to work with the Chapter Leadership Team (CLT) to infuse inclusion into every aspect of chapter life, making our sisterhood stronger and more united.

By participating in the Inclusion College, officers will be able to:

- Discover the impact of personal identity on fostering diversity, equity and inclusion, and understand how your unique perspective contributes to creating a more inclusive sisterhood.
- Cultivate key skills that empower you to design and lead inclusive, engaging, and collaborative programming, events, and experiences that resonate with all members.
- Deepen your understanding of Pi Beta Phi's Commitment to Diversity, Equity, and Inclusion, and explore actionable ways your chapter's operations can align with and strengthen this vision.
- Develop effective strategies to evaluate chapter inclusion efforts, using meaningful data to drive initiatives and create valuable collaboration opportunities that enhance member satisfaction and belonging

### INCLUSION COLLEGE FACILITATORS



**Daphney Rose Bitanga**

CALIFORNIA ETA  
Director Diversity,  
Equity and Inclusion  
ddei@pibetaphi.org



**Marisa Strauss Stribling**

OREGON ALPHA  
Region Seven Collegiate  
Regional Director  
crd7@pibetaphi.org



**Teresia Williams**

Education and  
Inclusion Director  
twilliams@pibetaphi.org

# TRACK AGENDA

## **PART I - WELCOME, INTRODUCTION AND AGENDA OVERVIEW | FRIDAY 8 - 9 P.M.**

Welcome to the Inclusion College Track!

Overview of Agenda and Learning Objectives

Icebreaker Activity

Saying Yes to Pi Phi

## **PART II - DIVERSITY, EQUITY AND INCLUSION AND PI BETA PHI | SATURDAY 9 - 11:45 A.M.**

I AM Activity

Diversity, Equity and Inclusion 101

Understanding Pi Beta Phi's Commitment to Diversity, Equity and Inclusion

Aligning Your Chapter with Our Commitment

## **PART III - INCLUSION LEADERSHIP IN PRACTICE | SATURDAY 1:15 - 3 P.M.**

Guiding Coalition

Checking Your Chapter's Inclusion Pulse

Working Together with your AAC Inclusion, Director Community Inclusion and Other Members of CLT

## **PART IV - PLANNING FOR SUCCESS | SATURDAY 4:15 - 6:15 P.M.**

The Reality of DEI Advocacy

Goal Planning and Building Your Toolkit

Weekend Review and Closing Activity



# VICE PRESIDENT INCLUSION POSITION DESCRIPTION

## OVERVIEW

The Vice President Inclusion (VPI) cultivates an inclusive environment where every Pi Phi member feels welcome, is supported and knows they belong. This is accomplished by honoring the uniqueness of each member and advocating for an inclusive and equitable experience by influencing all aspects of chapter operations. The VPI works across the chapter to strategically and programmatically align diversity, equity and inclusion (DEI) efforts with the Fraternity's Commitment to DEI.

The VPI connects the greater campus, community and global dialogue to chapter efforts with intentionality. This leader embraces the opportunity to continuously build their personal knowledge, awareness and skills related to DEI and navigates all situations with empathy.

## RESPONSIBILITIES

- Works with other Chapter Leadership Team members to critically review and adopt accessible and inclusive practices within chapter procedures such as member expectations, recruitment, PR/Marketing, operations, finances and budgeting, housing, events and activities, etc.
- Evaluates chapter and member needs and identifies relevant and productive education and programming for the chapter and/or community each academic term to promote inclusivity
- Educates the chapter on policies, procedures, concepts and resources relevant to maintaining a diverse, equitable and inclusive environment within the chapter and assists members in understanding these policies as a peer advocate
- Coaches chapter leaders and members to address reports of discriminatory or bias conduct
- Seeks opportunities to celebrate a wide range of identities, backgrounds and accomplishments internally and externally
- Communicates Fraternity, campus and community DEI updates to chapter members
- Partners with the Director Community Inclusion to develop strong relationships with community partners such as other DEI leaders in the community, culturally based fraternities/sororities, student organizations, campus staff and community organizations



## KEY DATES AND DEADLINES

<b>SEPTEMBER</b>	Contribute to the annual bylaws/bylaws addendum review process led by the Vice President Operations Contribute to the annual budget review process led by the Vice President Finance/Housing
<b>ONGOING</b>	Meets weekly with the Director Community Inclusion Complete the Monthly Chapter Evaluation on behalf of the Inclusion Team each month

## MANUALS, GUIDES AND RESOURCES

- Chapter Officer Report Calendar
- Constitution and Statutes
- Executive Council Officer Manual
- Inclusive Language Guide
- Member Accountability Guide
- Member Obligations
- Monthly Chapter Evaluation
- Policy and Position Statements



# DIRECTOR COMMUNITY INCLUSION POSITION DESCRIPTION

## OVERVIEW

The Director Community Inclusion (DCI) coordinates the community-based and programmatic aspects of diversity, equity and inclusion (DEI) in the chapter to cultivate an inclusive environment for all members.

## RESPONSIBILITIES

- Influences and plans relevant and meaningful DEI programming for the chapter and/or community each academic term
- Identifies opportunities to enhance current chapter programming and efforts through the lenses of DEI, including the incorporation of DEI into the chapter's implementation of the New Member Education Program (NMEP)
- Develops strong relationships with community partners such as other DEI leaders in the community, culturally based fraternities/sororities, student organizations, campus staff and community organizations
- Communicates local DEI-related information and events to the chapter and engages the membership in these opportunities
- Educates the chapter on policies, procedures, concepts and resources relevant to maintaining a diverse, equitable and inclusive environment within the chapter
- Partners closely with the Community Relations Team to ensure all related efforts are implemented through a DEI lens

## KEY DATES AND DEADLINES

<b>JANUARY/ AUGUST</b>	Ensure any Fraternity-required DEI programming is completed prior to recruitment or by the specified due date Develop plans to support DEI programming for the chapter and in the NMEP
<b>ONGOING</b>	Attend fraternity/sorority DEI meetings and programming Meet weekly with the Vice President Inclusion

## MANUALS, GUIDES AND RESOURCES

- Chapter Officer Report Calendar
- Constitution and Statutes
- Executive Council Officer Manual
- Member Accountability Guide
- Member Obligations
- Monthly Chapter Evaluation
- Policy and Position Statements



# MONTHLY CHAPTER EVALUATION FOR VICE PRESIDENT INCLUSION AND THE INCLUSION TEAM

## MEETING EXPECTATIONS STANDARDS

- Conducts one diversity, equity and inclusion (DEI) chapter-wide program or workshop focused on the chapter's needs with the entire chapter
- Develops and executes a plan for celebrating the diversity within the chapter and campus community using internal and external platforms
- Collaborates with Chapter Leadership Team to facilitate accessible and inclusive chapter events, activities and gatherings
- Collaborates with Chapter Leadership Team to review current practices and procedures and recommend updates that reflect a more equitable and inclusive chapter

## EXCEEDING EXPECTATIONS STANDARDS

- Builds broad support for an inclusive member experience by engaging the full membership in dialogue, events and engagement opportunities
- Integrates diversity, equity and inclusion practices into chapter programming, events, processes and procedures across the entire Chapter Leadership Team
- Informs educational programming through assessment data to meet chapter's needs
- Participates in one community initiative hosted by or with another organization that aligns with Pi Beta Phi's Commitment to Diversity, Equity and Inclusion
- Sponsors a campus-wide community program or service initiative that highlights or demonstrates commitment to diversity, equity and inclusion









**WHY IS THIS POSITION IMPORTANT TO YOU?**

---

---

---

---

---

---

---

---

---

---

---

---

**WHY IS THIS ROLE IMPORTANT TO YOUR CHAPTER SPECIFICALLY?**

---

---

---

---

---

---

---

---

---

---

---

---

**WHAT IS THE ONE THING YOU HOPE TO TAKE AWAY FROM OUR TIME TOGETHER THIS WEEKEND?**

---

---

---

---

---

---

---

---

---

---

---

---





**WHY DO YOU SAY YES TO PI PHI?**

---

---

---

---

---

---

---

---

---

---

**WHO HELPS YOU SAY YES TO PI PHI?**

---

---

---

---

---

---

---

---

---

---

**HOW DO YOU ENCOURAGE OTHERS TO SAY YES TO PI PHI?**

---

---

---

---

---

---

---

---

---

---



I AM...



I AM...

I AM...

I AM...

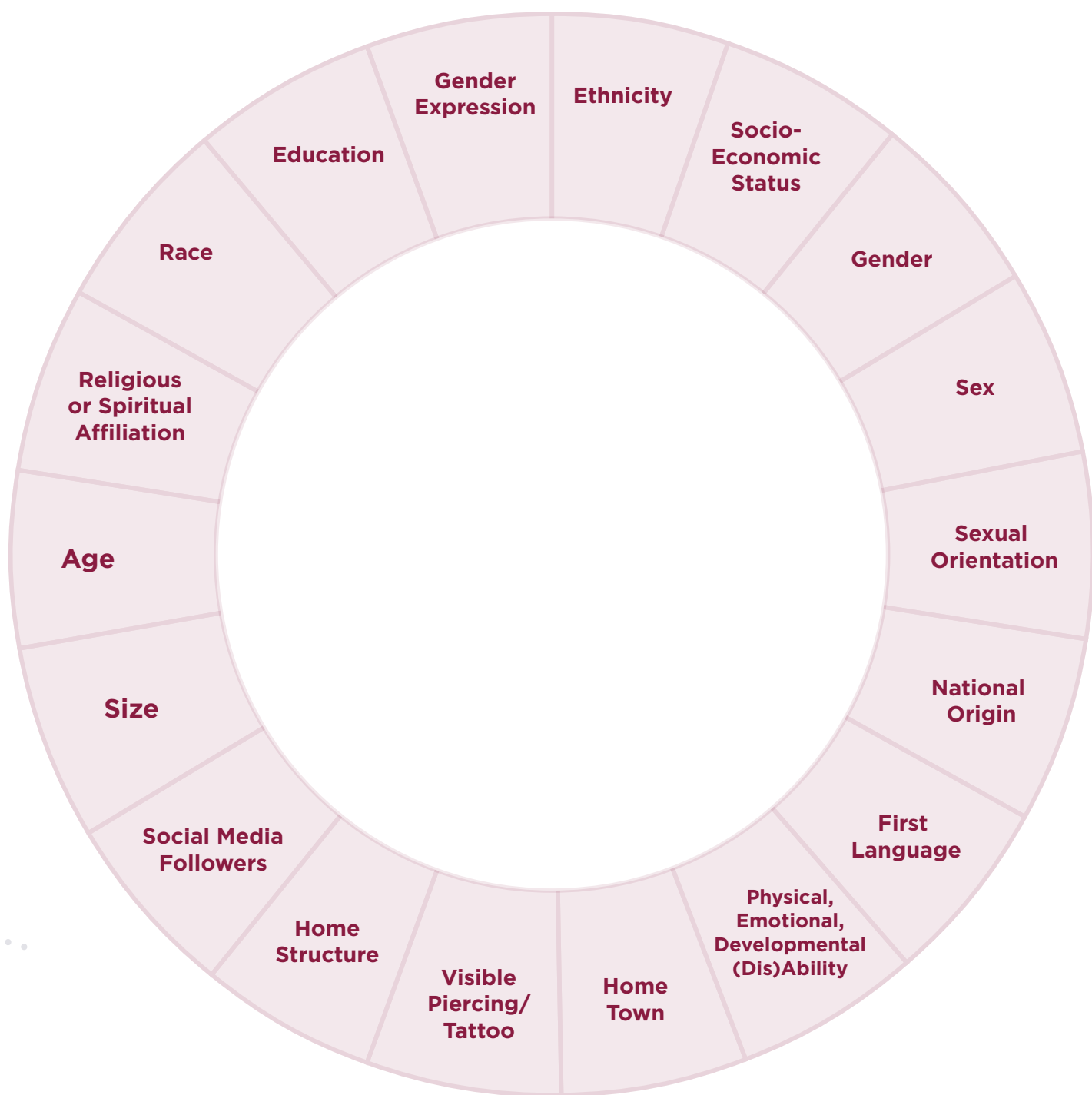
I AM...







# SOCIAL IDENTITY WHEEL









# DEI RESOURCE QUICK SHEET

## PI BETA PHI DEI WEBSITE PAGE

- Pi Phi's Commitment to Diversity Equity and Inclusion
- Fraternity DEI Updates
- DEI Key Terms Page
- List of External DEI Resources provided by the DEIAC
- Blog Quick Links
- Contact Us Link

## RESOURCE LIBRARY

- All Position Descriptions
- Inclusive Language Guide
- Chapter Officer Report Calendar
- Post Supreme Court Decision Guide
- Executive Council Officer Manual

## ONLINE LEARNING CENTER

- Officer Training Webinars
- Identity, Privilege, Implicit Bias and Language Training

## PI PHI PROGRAMMING WEBSITE LANDING PAGE

- *Leading with Values*®
  - Body Neutrality v. Body Positivity
  - Awareness to Action
  - Who Makes Me Who I Am
- New this Spring 2025! Navigating Difficult Conversation Around Bias
- Critical Conversations® Speakers





# INCLUSIVE LANGUAGE GUIDE

## USING INCLUSIVE LANGUAGE

Inclusive language is an important part of understanding others and demonstrating our readiness to empower one another through meaningful relationships grounded in empathy. In Pi Phi, “inclusion” is defined as:

*Being welcomed and truly valued for what you contribute. Pi Beta Phi desires to create an environment where all members feel they have a voice, are valued, feel validated and can fully participate.*

When we don't use inclusive language, it is difficult for someone to feel welcome, valued and validated. Most Pi Phis understand that overtly offensive, discriminatory language does not align with our values and choose to avoid it, however people are less likely to recognize when implicit biases are reflected in their language. The presence of biases makes it possible for language to leave out groups of people or emphasize negative points. As a person becomes more familiar with inclusive terms and what they mean, they can construct language that avoids bias and includes everyone.

Striving to be more inclusive in your communication will involve making mistakes. The way an individual chooses to respond to a mistake is most important. If you find that you've used exclusionary and/or problematic language, you can respond appropriately by openly receiving the critique (or engaging in self-critique), acknowledging the impact of your words, apologizing for the harm caused and moving on using corrected language.

## TERMS AND DEFINITIONS

This guide includes terms and definitions that are often associated with and provide a common, working language for being inclusive to people from different backgrounds and engaging in dialogue about diversity, equity and inclusion (DEI) topics. This document is intended to be a starting point for exposing members to the wide range of terms and definitions they might encounter on their journey to develop personal DEI awareness, knowledge and skills.

Because we are always learning and growing, the language we use to talk about identities and concepts evolves over time. For that reason, this list is not intended to be exhaustive or to be the only way to understand these terms and concepts. Recognizing there are many definitions and descriptions of these terms, Pi Beta Phi has not formulated our own unique definitions to each term in this document, although adapted definitions for some DEI terms are available at [pibetaphi.org/dei](http://pibetaphi.org/dei).

## DEFINITIONS ADAPTED FROM VARIOUS RESOURCES INCLUDING:

The following terms and definitions have been developed from a range of resources including those made publicly available by the following institutions and organizations.

- Brandeis University
- Pennsylvania State University
- University of California, Davis
- University of Washington's College of the Environment
- Washington University in St. Louis
- Anti-Defamation League
- Anti-Violence Project
- Human Rights Campaign
- National Institutes of Health
- Racialequitytools.org





## A

**Ableism:** The marginalization and/or oppression of people who have disabilities, including temporary, developmental, physical, psychiatric and/or intellectual disabilities.

**Access:** Improving access—or making an experience more accessible—means reducing economic, social, communication and physical barriers to participation. Pi Beta Phi works to remove irrelevant barriers to participation in our sisterhood for qualified Potential New Members, New Members and Initiated Members.

**Ageism:** The marginalization and/or oppression of older people based on the belief that older people are inferior, incapable or irrelevant. Ageism also describes the marginalization and/or oppression of people who are too young to have social independence.

**Ally:** Someone who speaks out on behalf of and takes actions that are supportive of someone who is targeted by bias or bullying, either themselves or someone else. Terms such as advocate, co-conspirator or accomplice are also used to describe those who commit themselves to social justice work.

**Anti-racism:** Actively exploring thoughts, behaviors and actions to ready oneself to oppose racism by advocating for changes in policies and structures that lead to the discrimination and oppression of others based on race. A person who actively engages in this action is an anti-racist.

**Anti-Semitism:** Beliefs and/or behaviors that are hostile toward Jews just because they are Jewish.

## B

**Belonging:** The desire to form and maintain lasting, positive, and significant interpersonal relationships where one can be authentic and a part of something bigger than themselves. Pi Beta Phi is centered around the concept of belonging, where members come together to celebrate shared core values and support one another.

**BIPOC (Black, Indigenous and People of Color):** Term that acknowledges the commonalities of Black and Native American individuals who face systemic oppression and inequities.

## C

**Cisgender:** Term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

**Classism:** Prejudice against or in favor of a group that is typically built around social structure and as a result of their socioeconomic status.

**Colonialism:** Practice of domination, which involves the subjugation of one people to another.

**Color blindness:** Belief that racial group membership and race-based differences should not be taken into account when decisions are made, impressions are formed and behaviors are enacted.

**Critical Race Theory:** A theoretical and interpretive mode that examines the appearance of race and racism across dominant cultural modes of expression. In adopting this approach, scholars attempt to understand how victims of systemic racism are affected by cultural perceptions of race and how they are able to represent themselves to counter prejudice.

**Cultural appropriation:** Act of one culture, typically the dominant culture, taking aspects of another's culture—including symbols, art, language, customs, etc.—and using it as a means of expression, use, benefit or profit, often without understanding, acknowledging or respecting its value in the original culture.

**Cultural competence:** Ability to interact effectively with people of various racial, ethnic, socioeconomic, religious and social groups.





## INCLUSIVE LANGUAGE GUIDE

**Cultural humility:** Ongoing process of self-exploration and self-critique combined with a willingness to learn from others so that you may honor differences and accept others for who they are.

**Culture:** A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication.

### D

**De-colonization:** Process of undoing the harms of colonialism and providing restorative justice through cultural, psychological and economic freedoms.

**(Dis)Ability:** Condition of the body or mind that affects an individual's ability to navigate and interact with their surroundings.

- **Mental health:** Emotional, psychological and social well-being, which impacts feelings, thoughts and actions.
- **Mental illness:** Wide range of conditions that affect mood, thinking and behavior.
- **Neurotypical:** Describes those unaffected by developmental, cognitive or intellectual disorders.
- **Neurodivergent:** Describes individuals who live with or affected by developmental, cognitive or intellectual disorders. Commonly used to describe those who live with Autism, ADHD, ADD or other medical conditions of the brain.
- **Physical disability:** Physical condition that affects a person's mobility, dexterity, stamina and/or ability to independently navigate the world.
- **Cognitive disability:** Biological or physiological impairment causing individual's brain to have greater difficulty than a person of more average intelligence.
- **Sensory disability:** Impairment of one or more of the five senses, impacting an individual's ability to fully gather information of the world around them.
- **Discrimination:** Unfair or prejudicial treatment of people and groups based on particular characteristics.

**Diversity:** The presence of different identities, backgrounds, experiences, and perspectives within an organization or community. Each Pi Phi brings their own uniqueness to strengthen our sisterhood. These characteristics impact the way a member is perceived and received by others, as well as how a member perceives the world.

### E




**Equality:** Treatment that is the same and gives everyone access to the same opportunities.

**Equity:** The fair treatment, access, opportunity, and advancement for all people. In life, advantages and barriers exist—and as a result, we don't all start from the same place. Pi Beta Phi believes a premier member experience should be obtainable by every member and therefore the Fraternity works to remove unnecessary barriers to an equitable member experience for all Pi Phis.

**Ethnicity:** Cultural and identity-related social constructs of a group that are used to define it.

**Explicit bias:** Judgments, attitudes, behaviors and actions that are intentional and exist at a conscious level toward members of a group because of their membership in that group.

### G



**Gender binary:** The most common classification system used in our society to categorize sex and gender. The model asserts a binary in that there are two distinct and opposite labels, biological qualifiers and behavioral expectations.

**Gender expression:** External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.





**Gender identity:** One's innermost concept of self as male, female, a blend of both or neither. One's gender identity can be the same or different from their sex assigned at birth.

**Gender non-conforming:** An individual whose gender expression is different from societal expectations related to gender.

**Gender pronouns:** Gender pronouns (she, hers, they, them) specifically refer to people that you are talking about. A gender pronoun is the pronoun that a person chooses to use for themselves.

**Gender role:** The set of roles and behaviors expected of people based on gender assigned at birth.

## H

**Hate crime:** A hate crime is any criminal act or attempted criminal act directed against a person(s), public agency or private institution based on the actual or perceived race, nationality, religion, sexual orientation, disability or gender or because of associations with person(s) or groups identified with one of these protected categories.

**Heteronormativity:** The ways in which social institutions and dominant culture are oriented around the assumed normal, natural, and ideal logic of heterosexual attraction and unions. Coined by Michael Warner.

## I

**Identity:** Qualities, beliefs, personality, looks and/or expressions that make a person who they are and can potentially afford them power without merit.

**Implicit bias:** Automatic, unknowing attitudes, behaviors, and actions that are prejudiced in favor of or against one person or group compared to another.

**Indigenization:** The action or process of bringing something under the control, dominance, or influence of the people native to an area.

**In-group bias:** The tendency for groups to "favor" themselves by rewarding group members economically, socially, psychologically and emotionally in order to uplift one group over another.

**Intersectionality:** The overlapping of the unique characteristics, identities and personalities an individual holds which creates a perspective all their own. Coined by Kimberlé Williams Crenshaw.

**Islamophobia:** Prejudice and/or discrimination against people who are or who are perceived to be Muslim, and a fear or dislike of Islamic culture.

**"Isms":** Umbrella term used as a way of describing any attitude, action or institutional structure that subordinates a person or group because of their target group. For example, color (racism), gender (sexism), economic status (classism), older age (ageism), religion (e.g., anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobia), etc.

## L

**Land acknowledgement:** A formal statement that recognizes and acknowledges Indigenous lands (and peoples) on which we are situated today. It is a starting point to understanding the long presence and histories of Indigenous peoples as well as our historical, social and physical locations.

**LGBTQIA (Lesbian, Gay, Bi, Trans, Questioning / Queer, Intersex, Asexual):** An inclusive term that describes lesbian, gay, bisexual, transgender and queer/questioning individuals in one group based on their common experience as targets of heteronormativity and discrimination and their common, yet complex, struggle for sexual and gender freedom.





## INCLUSIVE LANGUAGE GUIDE

### M

**Marginalization:** The treatment of a person, group or concept as secondary, unimportant, inferior or abnormal compared with those who hold more power in society.

**Microaggression:** Verbal, non-verbal or environmental insults that regardless of intention communicate hostility or negativity to the targeted group, typically those marginalized.

**Minoritized (rather than minority):** Recognition that groups can be underrepresented and subject to discrimination despite majority position because of the social constructs that assign power.

**Model Minority (the myth of):** The Model Minority myth refers to the pattern of using a collection of stereotypical achievements of a group of marginalized people (typically Asian Americans) to present them as an ideal minority group in contrast to other minority groups. This myth fails to recognize the unique experiences of different ethnic groups, and the challenges they face, while also emphasizing the perceived shortcomings of other minority groups. Coined by William Peterson.

### N

**Non-binary:** A person who does not identify exclusively as a man or a woman.

### O

**Oppression:** Unfair, unjust or cruel treatment of another at the hand of one with perceived power.

### P

**People of color:** Often the preferred collective term for people of Asian, African, Latinx, and Native American backgrounds; as opposed to the collective “White”.

**Person-centered language:** Language that puts the person first before their disability and respects their dignity, values their abilities and appreciates their uniqueness (e.g., “person who uses a wheelchair”, “person living with Fragile X Syndrome versus Fragile X patient”). Also may be described as person-first language.

**Performative activism:** Activism that is done to increase one’s social capital rather than because of one’s devotion to a cause.

**Positionality:** Social and political context that creates your identity in terms of race, class, gender, sexuality, and ability status, which influences, and potentially biases, your understanding of and outlook on the world.

**Prejudice:** Unsupported, preconceived opinion or attitude toward a group that denies the right of individual members to be recognized and treated as individuals with individual characteristics.

**Pronoun privilege:** The privilege that comes with not having to think intentionally about your gender pronoun or be concerned with the pronoun someone will use for you based on how they perceive your gender.

### Q

**Queer:** Umbrella term used to refer to lesbian, gay, bisexual and transgender people. Some use as an alternative to “LGBT” in an effort to be more inclusive. Depending on the user, the term has either a derogatory or an affirming connotation, as many within the LGBT community have sought to reclaim the term that was once widely used in a negative way.

### R

**Race:** Physical characteristics that may be used to categorize or define groups.



**Racism:** Belief that race and its differences create superiority.

- **Systemic:** Includes the policies and practices embedded in established institutions, which result in the exclusion or promotion of designated groups.
- **Structural:** System of structures that have normalized procedures or processes that disadvantage marginalized populations.
- **Institutional:** Blocking people of color from accessing goods, services and opportunities.
- **Implicit:** Unconscious biases, expectations, or tendencies that exist within an individual, regardless of ill-will or any self-aware prejudices
- **Environmental:** Form of systemic racism whereby communities are disproportionately burdened with health-affecting issues through environmental policy and enforcement of regulations.
- **Anti-Black:** Prejudice specifically targeted at Black people.
- **Anti-Indigenous:** Prejudice specifically targeted at Indigenous persons.

## S

**Sex:** Biological differences between male and female.

**Sexism:** Any act, gesture, visual representation, spoken or written words, practice, or behavior based upon the idea that a person or group of persons is inferior because of their sex.

**Sexual Orientation:** An inherent or immutable enduring emotional, romantic or sexual attraction to other people.

- **Gay:** Person who is emotionally, romantically or sexually attracted to members of the same gender.
- **Lesbian:** Woman who is emotionally, romantically or sexually attracted to other women.
- **Straight:** Person who is emotionally, romantically or sexually attracted to members of a different gender.
- **Bisexual:** Person who is emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.
- **Demisexual:** Person who is only sexually attracted to someone when they have an emotional bond with the person.
- **Asexual:** Lack of a sexual attraction or desire for other people.

**Social construction:** the notion that patterns of human interaction (often deemed to be normal, natural or universal) are, in fact, humanly produced and constructed by social expectation and coercion but presented as “objective”.

**Social identity:** involves the ways in which one characterizes oneself, the affinities one has with other people, the ways one has learned to behave in stereotyped social settings, the things one values in oneself and in the world, and the norms that one recognizes or accepts governing everyday behavior.

**Social justice:** Capacity to show compassion and organize with others to create equalities that will benefit the whole community.

**Social power:** The capacity to control, access and/or influence people, institutions and resources.

**Socioeconomic status:** An individual’s or family’s economic and social position in relation to others, as measured by factors such as income, wealth and occupation.

**Stereotype threat:** Socially-premised psychological threat that arises when one is in a situation or doing something for which a negative stereotype about one’s group applies, or lives with fear of conforming to a negative stereotype about one’s identity.

**Stereotype:** Mistaken idea or belief many people have about a person or group that is based upon how they look on the outside, which may be untrue or only partly true.

**Systemic issues:** Issue, problem or change in policy or practice that affects, or has the potential to affect, a number of individuals.





## INCLUSIVE LANGUAGE GUIDE

### T

**Tokenism:** Practice of doing or choosing something or someone solely for the purpose of avoiding criticism or judgment from others.

**Tolerance:** Ability, willingness or capacity to accept and respect other's beliefs, customs or differences.

**Transgender:** Umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth

### W

**White fragility:** The state in which racial stress triggers defensive moves [in white people] that at times include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate an environment without racial stress. Coined by Robin DiAngelo.

**White privilege:** Invisible package of unquestioned and unearned assets afforded to white people, which reduces their world of barriers and allows them to avoid discriminatory policies and actions.

**White supremacy:** Unfounded and irrational belief that the white race is inherently superior to other races and that white people should have control over people of other races.

**Whiteness:** Shorthand for the privileges and power that people who appear white receive because they are not subjected to the racism faced by people of color and Indigenous people.

### X

**Xenophobia:** Fear and hatred of strangers or foreigners or of anything that is strange or foreign.





# EQUITY & INCLUSION FEEDBACK FORM TEMPLATE

Thank you for helping us create a more inclusive and supportive chapter! This form is anonymous, and responses will be used to improve our organization's approach to equity and inclusion.

## 1. DEMOGRAPHIC INFORMATION

(Optional, but helpful for understanding diverse needs)

- **Gender Identity:**
- **Race/Ethnicity:**
- **Other identities (e.g., LGBTQ+, disability status, religious affiliation):**
- **Year in School / Academic Level:**

## 2. INCLUSIVITY & BELONGING

- **Do you feel welcomed and valued in this organization?**
  - Yes / Sometimes / No (Please explain if comfortable)
- **Have you experienced or witnessed exclusionary behavior within our organization?**
  - Yes / No
  - If yes, would you like to describe what happened or any support that would be helpful?

## 3. REPRESENTATION & ACCESSIBILITY

- **Do you feel represented in our organization's activities, goals, and leadership?**
  - Yes / Somewhat / No (Please explain)
- **Are there any barriers that make it difficult for you to fully participate (e.g., scheduling conflicts, physical accessibility, language barriers)?**
  - Yes / No
  - If yes, what could we do to address these barriers?

## 4. ORGANIZATIONAL SUPPORT & RESOURCES

- **What resources or support could help you feel more included?**
  - (Examples: leadership opportunities, mentorship, cultural events, wellness resources)
- **Is there a way our organization could improve its approach to equity and inclusion?**
  - (Please provide any ideas or specific actions we could take)

## 5. ADDITIONAL COMMENTS

- Do you have any additional feedback on how we can support a more inclusive environment for all members?

Thank you for your feedback! Your input will help us foster a welcoming and inclusive space for everyone.



# ACCESSIBILITY AT EVENTS CHECKLIST

## MARKETING AND COMMUNICATION OF EVENT

- ALT text
  - Diversity of communication mechanisms
  - Ensure language is easy to understand/free of jargon
  - Color contrast checker:  
[webaim.org/resources/contrastchecker](https://webaim.org/resources/contrastchecker)
- 

## REGISTRATION

- Accommodations request list fields
  - Contact information for further accommodation needs
  - Allow for a field for folks to type in pronunciation of name
  - What else do you want us to know (pronoun, other identifying information you'd like listed on your nametag)
- 

## WHEN FEASIBLE EVENT VENUE SELECTION SHOULD CONSIDER:

- Visibility
  - Acoustics
  - Hearing Assist Accommodations
  - Mobility
  - Consideration of locking of chairs
  - Table height needs
  - Ensure lodging accessibility needs can be met
  - Service Animals
- 

## DURING EVENT

- Verbally announce Accessibility accommodations and where to locate the resources needed
  - Accommodations point person
  - Presenter Guidelines
  - Caption for videos
  - Use of microphone
  - Avoid using small print
  - Color contrast/avoid lighter color type
  - When possible, check presenter ppt
  - Encourage pretest of presentation
  - Clearly indicate food allergens with signage
  - Encourage opportunities for mingling outside social group
  - Accessibility of bathrooms
  - Quiet Area
  - Interfaith Area
  - Nursing Mothers Area
- 

## POST EVENT

- Include accessibility questions in post event survey





## TACOS 4 LIFE

Your chapter is gearing up for your annual philanthropy event “Tacos 4 Life”. This event helps to raise money for the chapter to provide books and educational toys for terminally ill children. Each year the chapter sells tickets for Mexican food and activities at the chapter house and has a silent auction to help raise money. Lots of community members, alumnae and other chapters attend the event. As the VPI, your job is to help provide support and ensure the event stays culturally responsibly and respectful. You have a committee and work with your DCI to handle details needed for the event.

Rachel, an Afro-Latina sophomore, served as the New Member delegate for the chapter last year and will for sure be on next year’s Exec. She walks in your room, and you can tell she is a little uneasy. She sits on your bed and starts to make small talk about the weather and her class schedule.

After 5 minutes, you finally ask, “Rachel, what’s up?”

Rachel shares: “Sorry I’m stalling; this is hard for me to talk about. I’ve been meaning to talk to you about our philanthropy event. I haven’t attended the event personally, but I have had conversations with my friends who have shared stories and pictures from the event, and I have a few questions. How can we as a chapter support this event and what it represents? And before you even talk about how they don’t wear the sombreros and dresses made from the Mexican flag anymore at the event, our members still dress up in cheap embroidered clothes and wear day of the dead masks. I even saw a video of them singing Encanto at the event last year!” You are stunned. You hadn’t personally attended the event, so you were unaware of some of the potential issues.

You assure Rachel that this year’s event will not be anything like what she shares. You set up a meeting with your DCI and share Rachel’s concerns. You divide responsibilities and work to set up meetings with other members of CLT.





# BIG PICTURE TANGIBLE STEPS



I AM INTERESTED IN IMPLEMENTING \_\_\_\_\_ IN MY CHAPTER TO INCREASE OUR UNDERSTANDING AND IMPLEMENTATION OF INCLUSION OF ALL IDENTITIES.

SOME CHALLENGES I ANTICIPATE THIS YEAR ARE: \_\_\_\_\_

---

---

---

---

---

MY GREATEST STRENGTHS THAT I BRING TO THIS ROLE ARE: \_\_\_\_\_

---

---

---

---

---

I AM EXCITED TO COLLABORATE WITH THESE MEMBERS OF MY CLT: \_\_\_\_\_

---

---

---

---

---

I AM NERVOUS ABOUT: \_\_\_\_\_

---

---

---

---

---









## VPI GOALS & PLANNING

	GOAL #1	GOAL #2
<b>DESCRIPTION OF GOAL</b>	Ex. Submit MCE each month	
<b>KEY STEPS YOU WILL TAKE TO ACHIEVE YOUR GOAL</b>		
<b>CHALLENGES?</b>		
<b>START DATE AND COMPLETION DATE</b>		
<b>MEASURE: HOW WILL YOU KEEP UP WITH YOUR PROGRESS?</b>		
<b>TOOLKIT (SUPPORT AND PARTNERSHIPS NEEDED)</b>		
<b>TOOLKIT (RESOURCES NEEDED)</b>		







GOAL #3	GOAL #4	GOAL #5

















1867

ΠΒΦ

HONOR  
and  
RESPECT

lifelong  
COMMITMENT

INTEGRIT

Sincere  
friendship

Pi  
Beta  
Phi

PERSONAL AND  
INTELLECTUAL  
growth

LEADERS

ΠΒΦ

THANKS TO THE GENEROSITY OF DONORS, THIS PROGRAM IS SUPPORTED BY



FOUNDATION